

CHARLES STEWART MOTT FOUNDATION  
INVESTMENT OFFICE  
333 WEST FORT STREET, SUITE 1900  
DETROIT, MICHIGAN 48226  
(313) 963-5060  
FAX (313) 963-5979

July 28, 2005

Equality Forum  
1420 Locust Street, Suite 300  
Philadelphia, PA 19102

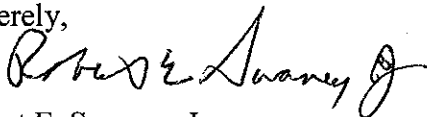
To: Malcolm Lazin: Executive Director

In response to the July 7, 2005 letter from Equality Forum to William S. White, President and Chief Executive Office of the C. S. Mott Foundation, please be informed that

1. The Mott Foundation's Employment Policies specifically prohibit inappropriate employment discrimination including sexual orientation discrimination.
2. The Mott Foundation's Investment Office votes its shareholder proxy statements for businesses to incorporate a non-discrimination employment policy, including sexual orientation discrimination, as well as other inappropriate employment discrimination.

Thank you for your interest and please contact me if you have further questions.

Sincerely,



Robert E. Swaney, Jr.  
Group Vice President for Investments and Chief Investment Officer

CC: William S. White

RES:mh